Meeting Agenda, Tuesday, 26 January 2016 4:00–6:00 PM, MCV Campus, Larrick Center, Court End Ballroom
http://www.maps.vcu.edu/mcv/larrickcenter/

Attendance:
Present: Alcaine (EDU, Alt. for Chen), Alford (ARTS), Alvarez (HAS), Artello (WS), Baranoff (BUS), Bedell (StAff), Bodnar-Doren (HAS), Brookman (SOM), Carroll (SOM), Coe (DEN), Conlon (SWK), Davis (VCU-L), DeAngelis (ARTS), Easley (ARTS), Franzak (BUS, Alt. for Lee), Freyer (ARTS), Ghapghery (VCU-L), Gregory (NUR, Alt. for Jallo), Hargraves (EDU), Hawkins (StAff, Alt. for Weatherford), Hsu (SOM), Hylton-Gravatt (PHA), Jamerson (AHP), Kaziewicz (UC), Kidd (SOM), Lister (SOM), Lodge (UC), Morris (WS, Alt. for Shriar), Ogbonna (PHA), Ottens (SOM), Parpart (NUR, Alt. for Brown), Pellegrini (DEN), Ratliff (SOM), Rector (HAS), Robnolt (EDU), Rodriguez (HAS), Sabik (SOM), Secret (SWK), Seinfeld (SOM), Street (HAS), Wagner (AHP), Wayne (EGR)

Absent: Anthony (HAS), Crislip (HAS), Dawson-Cruz (HAS), Dodson (SOM), Fortney (UC), Fraser (SWK), Harrison (HAS), Hobgood (SOM), Israel (ARTS), LaRose (SOM), Le (SOM), McVoy (SOM), Octave (DEN), Parsons (SOM), Patton (ARTS), Puri (SOM), Saladino (HAS), Samso (SOM), Smith (BUS), Smith (UC), Totah (HAS), Vanderbilt (SOM), Wen (ENG), Westcot (UC), Xu (EDU), York (SOM), Zhang (EGR), Zhou (SOM)

Procedural Items:
4:00 PM Call to Order Holly Alford

4:02 PM Minutes of December 1st meeting Scott Street
Will be presented prior to the February 2nd meeting for approval at that meeting.

Guest:
4:05 PM Weapons Regulations on Campus Chief Venuti
Policy online at http://www.policy.vcu.edu/sites/default/files/Weapons%20Regulation.pdf
Firearms and other weapons are not permitted on VCU properties or controlled spaces (e.g., Richmond Coliseum for Commencement) without expressed permission from the President’s Office (police officers with jurisdiction are excluded). Weapons are prohibited in VCU parking lots/decks/garages (including in vehicles). This policy does NOT apply to public spaces including streets, on-street parking, sidewalks. Virginia is an open-carry locality; therefore, you may see people legally carrying firearms on city streets, city sidewalks, and Monroe Park. If you notice someone carrying a weapon and you think it might be an issue, please contact VCU Police—do not confront the individual yourself.
The majority of faculty were satisfied with VCU and their departments as a place to work and would choose to work at VCU again if they had to do it over. Faculty cited the quality of their colleagues, support from colleagues, their sense of “fit,” and geographic location as some of the best aspects of working at VCU. By contrast, faculty cited compensation, teaching load, quality of facilities, and lack of support for research/creative work as the worst aspects of working at VCU. Breakdown of results by demographic groups and comparisons with peer institutions are available in the documents linked on the Faculty Senate website (link above).

COACHE provides a *Leadership and Governance Report* which summarizes results for VCU term and tenured/tenure-track faculty in five areas related to effective academic governance. Across the five governance benchmarks, overall faculty ratings were highest for shared purpose, followed by trust, productivity, understanding, and adaptability. Tenured faculty provided lower ratings for almost every item, especially the overall effectiveness of shared governance and faculty and administration having equal say in decisions. Regarding departmental leadership, VCU’s benchmark score was lower than all six peers and was in the bottom decile for all COACHE institutions. In fact, VCU’s scores were lower than other institutions for nearly all sub-groups of faculty.

Copies of presented documents as well as Kathleen Shaw’s presentation may be found on the Faculty Senate website (link above).

**Roundtable Discussions on COACHE Results**

Holly Alford & Mary Secret

Comments from Round Table Discussion about findings of COACHE survey:

- Concerns about the status of Associate Professors and how to help more Associate Professors move to the Professor level
- Concerns that service takes up too much time of Associate Professors which hinders their progress toward the Professor level
- Concerns about the level of service needed and that service is undervalued at VCU
- Maybe work on Faculty Senate should be considered as leadership rather than service
- Shared governance requires much time and service
- Several concerns about faculty governance and shared governance — seems that the Faculty Senate efforts to support shared governance at the university have not been successful; i.e.,
  - Including shared governance metrics in the WEAVE and other university wide data collection mechanisms
  - Including shared governance as a goal or objective in the revised QUEST document
- Senators would like some kind of spreadsheet or scorecard that show Faculty Senate efforts toward realizing shared governance
- Concerns about the role and voice of Faculty Senators at the unit level. Faculty Senate seems to have a good presence at the University level but less so at the unit levels
• Concerns about the lack of definition and role of department chairs across and within units…should we have a more standardized definition of what department chairs do?
• Concerns that we couldn’t see response rates from COACHE at the unit level
• Need more transparency about annual reviews

It was also discussed that Faculty Senators think that the Provost’s initiative in reviewing unit by-laws is an important first step forward in ensuring shared governance, and we are appreciative of this effort.

Faculty Senate Business:
5:50 PM President’s Report Holly Alford
1. BOV Meeting Updates: June presented report to BOV. Board is very concerned about diversity issues and inquired about faculty impressions related to diversity. Faculty Senate has been asked to highlight faculty success/collaborations at their March meeting.
2. Student Success Collaborative (SCC) Campus: Provost Hackett has recently hired Maggie Tolan as Associate Vice Provost for Academic Advising, and her first major task will be to implement a new university-wide advising technology tool to improve the student advising experience and enable the University the ability to better identify academic at-risk students.
3. Grievance Policy Revision: Marilyn Miller is chairing a committee to revise/update the VCU grievance policy. This process is expected to be completed by the end of this semester.
4. President’s Talk: President Rao will be meeting with the VCU Faculty on February 2nd. If there are any comments or concerns that you’d like him to address, please let Holly know via email.

6:00 PM Adjournment Holly Alford